

Foundational Principles for the Emerging Leader: 5 workshops over 5 months with leaders emerging as students of their environments and a solid foundation in core leadership principles.



Philosophy

The greatest learning takes place when people are sensitized and hyper-aware of their environment and are able to extract the necessary "lessons" from their day-to-day experiences.

Key concepts and theories are most valuable when integrated with common sense strategies and applications in the workplace. Training processes start with increased awareness of self, surroundings and relationships.

Participants move from intellectualizing concepts to applied processes that have outcomes that support their actions and personal development in each of the focus areas. They commit to their own learning through personalized action and accountability plans to move the learning from the workshop to the workplace.

Participants are guided to become **students of their environment** on an ongoing basis, developing an **action-learning model** for their work and their lives so they can engage continuously as **self-directed learners**.



Course Content, Delivery Methods and Course Materials



All course content will be in alignment and integrated with the goals, vision and values of the organization. We work with you to co-design any customisation that will improve the 'sticky-ness' factor for the leaders, bringing the context of your organisation into the course material.

Every workshop will:

- Be interactive.
- Have key concepts and theories introduced by facilitator.
- Involve all participants in small group discussions for the sharing of personal observations and experiences of each concept.
- Have small groups share their observations and conclusions with the larger group, and engage large group discussions to further develop the concepts and applications.
- Invite creative development of strategies to integrate concepts into the workplace most effectively and authentically.
- Engage participants in demonstrations and examples.
- Shift participants thinking to increase perspectives and open possibilities in their growth and development in the content area.

Each participant will receive a binder with content tabs. Handouts and materials will be distributed at the beginning of each workshop.

Every participant will develop a personal action and accountability plan at the close of the workshop.

Each participant will complete a self-evaluation at the end of each workshop indicating growth, awareness, or change in perspective in key concept areas.

Every participant will provide an evaluation of the workshop and the facilitation at the completion of each workshop.



To book a consultation, or for more information,

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The table below highlights processes used to deliver the program:

Process	Frequency	Purpose/Details
a. Assessments	Once, before first workshop	MBTI, DISC or your preferred behavioural profile assessment provides understanding of: <ol style="list-style-type: none"> 1. their own natural preferences, the that of those different to them 2. how they influence the team environment 3. the benefits of diversity in teams 4. team dynamics 5. self-awareness
b. Workshops	Monthly	<ul style="list-style-type: none"> ➤ Beyond the Individual - Building Teams <ul style="list-style-type: none"> • Assessment Debrief • Understanding and working with differences ➤ Communication, One Conversation at a Time <ul style="list-style-type: none"> • Examining Communication • Communication Styles • Cleansing our "Communication Filters" ➤ Coaching & Mentoring <ul style="list-style-type: none"> • Coaching and Mentoring skills • Core Pillars integral to Peer Triad Coaching ➤ Developing Trust <ul style="list-style-type: none"> • Questioning Trust – What is It? • Testing Trust Levels • Trust – The Organizational Context ➤ Conflict Management <ul style="list-style-type: none"> • Developing Awareness and Foundation • Response to Conflict • Personal Tool Kit Inventory <ul style="list-style-type: none"> • Understanding Team Dynamics • Action and Accountability • Listening – the underestimated skill • Technologies • Action and Continuous Investment • Coaching Practice • Mentoring Practice • Dangers and Breakdowns • Creating a New Climate • Action and Continuous Investment • "Insulation" Strategies • Barriers and Prevention • Action and Accountability
c. Action Learning	Ongoing	A specific area in their existing work responsibilities is identified as the context for the testing of their learning from each workshop.
d. Peer Coaching Triad Training Coaching & Mentoring workshop above	One day	Training in Coaching Principles and the 'how to' of triad coaching and setting up the charters for each coaching triad.
e. Triad coaching <i>including 3 facilitated triad sessions by certified coaches</i>	Monthly, with internal colleagues	The same purpose as individual coaching, but with a different context which brings out different learning. It also establishes a strong internal network which continues after the process is complete.
f. Mentorship	Monthly	In the latter half of the program, participants will meet monthly with a mentor and a mentee.